FORM NLRB-501 (11-BB)

#### UNITED STAT( FAMERICA NATIONAL LABOR: LATIONS BOARD CHARGE AGAINST EMPLOYER

DC. OT WI	RITE IN THIS SPACE	
Case	Date Filed	
9-CA-43421	JAN 25, 2007	

INSTRI	ICTIONS:	

File an original together with four copies and a copy for each additional charged party named in item 1 with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring

1. EMPLOYER	AGAINST WHOM CHARGE IS BROU	GHT
Name of Employer EARHART PETROLEUM, INC.		b. Number of workers employed 75
Address (Street, city, state, and ZIP code)  494 Lytle Road  Troy  OH 45373-  d. Employer Representative  Jeff Earhart		e. Telephone No. (937)335-2928- Fax No.
Type of Establishment (factory, mine, wholesaler, etc.)	g. Identify principal product or service Petroleum Products	
h. The above-named employer has engaged in and is eng and (list subsections)	aging in unfair labor practices within the me	aning of section 8(a), subsections (1) of the National Labor Relations Act,
and these unfair labor practices are practices affecting	commerce within the meaning of the Act.	
By the above and other acts, the above-named employer h Section 7 of the Act.  Full name of party filing charge (if labor organization, give		
a. Address (Street and number, city, state, and ZIP code) (6), (b) (7)(C)		4b. Telephone No. (b) (6), (b) (7)(C)
	(b) (6), (b) (7)(C)	Fax No.
. Full name of national or international labor organization organization)	of which it is an affiliate or constituent unit (t	o be filled in when charge is filed by a labor
(b) (8), (b) (7)(C)  (b) (b) (7)(C)  (c) (b) (7)(C)  (d)	6. DECLARATION e and that the statements are true to th	be best of my knowledge and belief.  An Individual  (Print/type name and little or office, if any)
(b) (6), (b) (7)(C)	(fax) ( ) -	747.46

FORM NLRB-501
(11-94)

UNITED STATES OF AMERICA
NATIONAL LABOR STATIONS BOARD
CHARGE AC EMPLOYER

DO NOT WRITE IN THIS SPACE			
Case 9 43426	Date Filed JAN 29, 2007		

INST	RUCT	IONS

File an original and 4 copies of this charge with NLRB Regional Director for the region in which the alleged unfair labor practice

	AGAINST WHOM CHARGE IS BROUGHT		
Name of Employer Fischer Management Inc.		b. Number of Workers Employee	
		450	
c. Address (street, city, State, ZIP, Code)	d. Employer Representative	e. Telephone No. 859-341-4789	
2670 Chanceller DR, Ste 300		Fax No.	
Cizestview Hills, Ky 41017	Bob Hunksley		
Type of Establishment (factory, mine, wholesaler, etc.)	g. Identify Principal Product or Service	11	
Construction	1 esidential	Tomes	
<ul> <li>The above-named employer has engaged in and is engaging in subsections)</li> </ul>	unfair labor practices within the meaning of S of the National I	abor Relations Act, and these unfair labor	
practices are unfair practices affecting commerce within the me	saning of the Act.	3	
2. Basis of the Charge (set forth a clear and conclse statement of	the facts constituting the elleged unfair labor	practices.)	
D. 02 16 - 1, 0, - 0, -4	a who is not used any	laces discharged	
CM OVE 40000 8-15-06 Th	e more named this	oyers assuranged	
(b) (6), (b) (7)(C) because	ex cross in	concepted activities	
eco.	The state of the s		
Protected by Section	7 of the Act		
	, , , , , , , , , , , , , , , , , , , ,		
	· ·		
	1		
		r ====	
7			
By the above and other acts, the above-named employer ha	is interfered with, restrained, and coerced	employees in the exercise of the rights	
guaranteed in Section 7 of the Act.			
$^{3. \text{ Full}}$ (h) (6) (h) (7)	cal name and number)		
(b) (6), (b) (7	/( )	dh Talanhana Na	
		(b) (6), (b) (7)(C)	
(b) (6), (b) (7		(b) (6), (b) (7)(C)	
(D)(D),(D)(I)			
(h) (C) (h) (7)(C	The state of the s	ed in when charge is used by a navor organizat	
(b) (6), (b) (7)(C			
	6. DECLARATION	et of my knowledge and helief	
The second Co. N. S. S. S.	that the statements are true to the be	ot or my knowneage and pealer.	
b) (6), (b) (7)(c)	<u> </u>	an individual	
$(\mathbf{O})$ $(\mathbf{O})$ , $(\mathbf{D})$ $(\mathbf{I})$		(b) (7)(C) <sup>(v)</sup>	
	(b) (6),	(b) (7)(C) 1-23-07	
Address	(16/6	priorie (40.) Date	

#### FORM NLRB-501

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD CHARGE AGAINST EMPLOYER

FORM	EXEMPT	UNDER	44	U.S.C.	3512
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DO NOT WRITE IN THIS SPACE		
9-CA-43532	Date Filed APRIL 5, 2007	

INST	RL	11.	11.31	2.77

File an original and 4 copies of this charge with NI RR Regional Director for

the region in which the alleged unfair labor practice occur	red or is occurring.		
Same of Employer  1. EMPLOYER A	GAINST WHOM CHARGE IS BROUGHT	b. Number of workers employed	
PRIDE CAST METALS INC.		30	
c. Address (street, city, state, ZIP code)	d. Employer Representative	e. Telephone No.	
2737 COLERAIN AVENUE	DEBBIE HAMM	513-541-1295	
CINCINNATI, OHIO 45225	HUMAN RESOURCES	Fax: X	
f. Type of Establishment (factory, mine, wholesaler, etc.)	g. Identify principal product or serv		
FACTORY	METAL PARTS		
h. The above-named employer has engaged in and is engagin subsections (1) and of the Nation unfair practices affecting commerce within the meaning of	nal Labor Relations Act, and these unfair labor		
On or about (b) (a), (b) (7)(c), (c) (7)(c), (d) (7)(c), (e) (7)(c			
By the above and other acts, the above-named employer herights guaranteed in Section 7 of the Act.  3. Full Name of party filling charge (if labor organization, give folio) (6), (b) (7)(C)		employees in the exercise of the	
4a. Address (street and number, city, state and ZIP code) (b) (6), (b) (7)(C)		4b. Telephone No. (b) (6), (b) (7)(C) (CELL) Fax: X	
<ol> <li>Full name of national or international labor organization of the by a labor organization.</li> </ol>		filled in when charge is filed	
	6. DECLARATION nd that the statements are true to the best of n	ny knowledge and belief.	
$_{\rm ByX}(D)(O),(D)(I)(C)$	Title _	AN INDIVIDUAL	
Sol mak		1/0/17	
Address (b) (6), (b) (7)(C)	(CELL)	Date x 0 / 9 / 0 /	
	4.		

#### UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD CHARGE AGAINST EMPLOYER

FORM EXEMPT UNDER 44 U.S.C 3512

DO NOT WRITE IN THIS SPACE

Case 9-CA-43646 Date Filed JUNE 6, 2007

INST	гот	r	103	
1143			w	чэ.

Name of Employer	R AGAINST WHOM CHARGE IS BROUG	
aney Creek Rehabilitation Complex		b. Number of workers employed 100
Address (Street, city, state, and ZIP code) 870 Highway 899 ippa Passes KY 41844-	d. Employer Representative Charles Boggs	e. Telephone No. (606)368-2802 Fax No.
Type of Establishment (factory, mine, wholesaler, etc.)	g. Identify principal product or service Rehabilitation Services	107
The above-named employer has engaged in and is engaged and (list subsections)     (3) and (4)     and these unfair labor practices are practices affecting.		ning of section 8(a), subsections (1) of the National Labor Relations Act,
Basis of the Charge (set forth a clear and concise stateme		1-1-1-1
<u> 2014 (트립스트 스타스트)</u> 및 경기 (대한 프로스트 트리아) - Trail (Trail Street Hall) - Trail (Trail Str		
Section 7 of the Act.  Full name of party filing charge (if labor organization, give (if labor) (6), (b) (7)(C)  a. Address (Street and number, city, state, and ZIP code)		4b. Telephone No.
Section 7 of the Act.  Full name of party filing charge (if labor organization, give (if labor) (6), (b) (7)(C)  a. Address (Street and number, city, state, and ZIP code)		)
Section 7 of the Act.  Full name of party filing charge (if labor organization, give (if labor organization) (6), (b) (7)(C)  a. Address (Street and number, city, state, and ZIP code) (6), (b) (7)(C)  b. Full name of national or international labor organization or	to full name, including local name and number full name, including local name and number full name (b) (6), (b) (7)(C)	4b. Telephone No. (b) (6), (b) (7)(C)  Fax No. ( ) -
	to full name, including local name and number full name, including local name and number full name (b) (6), (b) (7)(C)	4b. Telephone No. (b) (6), (b) (7)(C)  Fax No. ( ) -
Section 7 of the Act.  Full name of party filing charge (if labor organization, give of (6), (b) (7)(C)  a. Address (Street and number, city, state, and ZIP code)  b) (6), (b) (7)(C)  5. Full name of national or international labor organization organization) Carpenters Union	(b) (6), (b) (7)(C)  of which it is an affiliate or constituent unit (to	4b. Telephone No. (b) (6), (b) (7)(C)  Fax No. ( ) -  be filled in when charge is filed by a labor

INTERNET FORM NURB-501 (11-84)

#### UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD **CHARGE AGAINST EMPLOYER**

		HORM EXEMPT UNDE	K 44 0.0.0. 20 1
	DO NOT WRIT	E IN THIS SPACE	
Case	9-CA-43668	Dete Filed JUNE 18,	2007

INSTRUCTIONS:

occatued or is occatting.	egional pirector for the region of which	tue anodes aringti ideat brossiss
1, EMPLOYER AG	SAINST WHOM CHARGE IS BROUGHT	•
a. Name of Employer		b. Number of Workers Employed
Toyota Motor Manufacturing Kentucky, Inc.		7000
c. Address (street, city, State, ZIP, Code)	d. Employer Representative	e. Telephone No. (502) 868-2942
1001 Cherry Blossom Way Georgetown, KY 40324	Craig Grucza, GM Human Resources	Fax No. (502) 868-2893
f. Type of Establishment (rectory, mine, wholeseler, etc.)	g. Identify Principal Product or Service	(302) 000-2033
Factory	Automobiles	
The above-named employer has engaged in and is engaging in units subsections)     3 practices are untain practices affecting commerce within the masning.	of the National Labor Re	a), subsections (1) and (1st lations Act, and these unfair labor
Basis of the Charge (set forth a clear and concise statement of the		m1
During the last six months, the Company suspended and of the Act.		
		-
By the above and other acts, the above-named employer has integrated in Section 7 of the Act.  3. Full name of party filing charge (Flabor organization, give full name, International Union, United Automobile, Acrospace and A	, including local name and number)	
4a. Address (street and number, city, State, and ZIP Code)		4b. Telephone No.
8000 East Jefferson Avenue Detroit, MI 48214		(313 926-5216 Fax No.
Full name of national or international labor organization of which it is	e an affiliate or constituent unit (to be filed in when	(313) 926-5240
	6. DECLARATION hat the statements are true to the best of my k	nowledge and belief.
By William Karg	Arsociate Go	eneral Counsel
(Signe pre-presentative or person making charge)	Fex No. (313) 926-524	(Title, if any)
8000 E. Jefferson Ave, Detroit, MT 48214	Fex No. (313) 926-5261	June 18, 2007
Address	(Telephone No.	

### UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE			
Case	9-CA-43701	Date Filed JULY 9, 2007	

INST	DI	OT		In.
1051	RU		n n	V.5.

Name of Employer NITED STATES POSTAL SERVICE		GHT
NITED STATES POSTAL SERVICE		b. Number of workers employed
NITED STATES FOSTAL SERVICE		1200
Address (Street, city, state, and ZIP code)	d. Employer Representative	e. Telephone No.
055 Crescentville Road	Patrick	(513)733-7124
haronville OH 45235-	Kane	Fax No.
	Manager of Operators	1()-
Type of Establishment (factory, mine, wholesaler, etc.) ost Office	g. Identify principal product or service Provides Mail Service	
h. The above-named employer has engaged in and is eng	The state of the s	aning of section 8(a), subsections (1)
and (list subsections)		of the National Labor Relations Act,
and these unfair labor practices are practices affecting	commerce within the meaning of the Postal	Reorganization Act of 1970.
Basis of the Charge (set forth a clear and concise stateme	ent of the facts constituting the alleged unfair	labor practices)
ince about April 24, 2007, the above-named Employ	ver discharged Edwin Williams in retali	ation for a 2004 EEO Settlement and a
nuary 16, 2007 scheduled EEO hearing		
(b) (6) (b) (7)(c)	VC)	NON DAY Of dudy
2007 (D) (b), (D) (1	pinced me in a	- NOW PIPY OFFE SOL
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2007 (b) (6), (b) (7) Hatus. I was left in	That Status applie	Mouthy Mouthy
Sweeks before any Ac	transition to Von &	- Q AUNST (b) (6), (b) (7)(0
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11410310010	(b) (6), (b) (7)(C)	200 (.
AND A COPY alven to UNLOR	N. + Postal Servi	a fulcito follow
Mal we I appropriate to a a		1.1
MAHORAL NAISON CONTACT WITH APPL	wand employed habo	1 Relations MANUAL
	han intendenced with marketined and analysis	
By the above and other acts, the above-named employer is Section 7 of the Act.	has interfered with, restrained, and coerced emp	ployees in the exercise of the rights guaranteed
Section 7 of the Act.		
Section 7 of the Act.  Full name of party filing charge (if labor organization, give		
By the above and other acts, the above-named employer has Section 7 of the Act.  Full name of party filing charge (if labor organization, give b) (6), (b) (7)(C)		
Section 7 of the Act.  Full name of party filing charge (if labor organization, give b) (6), (b) (7)(C)		
Section 7 of the Act.  Full name of party filing charge (if labor organization, give b) (6), (b) (7)(C)  Address (Street and number, city, state, and ZIP code)	e full name, including local name and number	)
Section 7 of the Act.  Full name of party filing charge (if labor organization, give b) (6), (b) (7)(C)		4b. Telephone No. (b) (6), (b) (7)(C)
Section 7 of the Act.  Full name of party filing charge (if labor organization, give b) (6), (b) (7)(C)  Address (Street and number, city, state, and ZIP code)	e full name, including local name and number	4b. Telephone No. (b) (6), (b) (7)(C) Fax No.
Section 7 of the Act.  Full name of party filing charge (if labor organization, give ) (6), (b) (7)(C)  Address (Street and number, city, state, and ZIP code) ) (6), (b) (7)(C)	e full name, including local name and number	4b. Telephone No. (b) (6), (b) (7)(C)  Fax No. ( ) -
Section 7 of the Act.  Full name of party filing charge (if labor organization, gives) (6), (b) (7)(C)  Address (Street and number, city, state, and ZIP code) (6), (b) (7)(C)  Full name of national or international labor organization of	e full name, including local name and number	4b. Telephone No. (b) (6), (b) (7)(C)  Fax No. ( ) -
Section 7 of the Act.  Full name of party filing charge (if labor organization, given) (6), (b) (7)(C)  Address (Street and number, city, state, and ZIP code) (6), (b) (7)(C)  Full name of national or international labor organization of	e full name, including local name and number	4b. Telephone No. (b) (6), (b) (7)(C)  Fax No. ( ) -
Section 7 of the Act.  Full name of party filing charge (if labor organization, given) (6), (b) (7)(C)  Address (Street and number, city, state, and ZIP code) (6), (b) (7)(C)  Full name of national or international labor organization of	e full name, including local name and number	4b. Telephone No. (b) (6), (b) (7)(C)  Fax No. ( ) -
Section 7 of the Act.  Full name of party filing charge (if labor organization, given) (6), (b) (7)(C)  Address (Street and number, city, state, and ZIP code) (6), (b) (7)(C)  Full name of national or international labor organization organization)	(b) (6), (b) (7)(C)  of which it is an affiliate or constituent unit (to	4b. Telephone No. (b) (6), (b) (7)(C)  Fax No. ( ) - be filled in when charge is filed by a labor
Section 7 of the Act.  Full name of party filing charge (if labor organization, give 1) (6), (b) (7)(C)  a Address (Street and number, city, state, and ZIP code) (6), (b) (7)(C)  Full name of national or international labor organization organization)	(b) (6), (b) (7)(C)  of which it is an affiliate or constituent unit (to  6. DECLARATION e and that the statements are true to the	4b. Telephone No. (b) (6), (b) (7)(C)  Fax No. ( ) -  be filled in when charge is filed by a labor  best of my knowledge and belief.
Section 7 of the Act.  Full name of party filing charge (if labor organization, give b) (6), (b) (7)(C)  a Address (Street and number, city, state, and ZIP code) (6), (b) (7)(C)  Full name of national or international labor organization organization)	(b) (6), (b) (7)(C)  of which it is an affiliate or constituent unit (to	### db. Telephone No.  [b) (6), (b) (7)(C)    Fax No.
Section 7 of the Act.  Full name of party filing charge (if labor organization, give b) (6), (b) (7)(C)  a Address (Street and number, city, state, and ZIP code)  (6), (b) (7)(C)  Full name of national or international labor organization organization)  (b) (6), (b) (7)(C)  a Address (Street and number, city, state, and ZIP code)  (6), (b) (7)(C)  Full name of national or international labor organization organization)	(b) (6), (b) (7)(C)  of which it is an affiliate or constituent unit (to  6. DECLARATION e and that the statements are true to the	4b. Telephone No. (b) (6), (b) (7)(C)  Fax No. ( ) -  be filled in when charge is filed by a labor  best of my knowledge and belief.
Section 7 of the Act.  Full name of party filing charge (if labor organization, give b) (6), (b) (7)(C)  a. Address (Street and number, city, state, and ZIP code) (6), (b) (7)(C)  Full name of national or international labor organization organization)  (b) (6), (b) (7)(C)  (b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)  of which it is an affiliate or constituent unit (to  6. DECLARATION e and that the statements are true to the	### db. Telephone No.    (b) (6), (b) (7)(C)     Fax No.   (

## UNITED STATES OF AME NATIONAL LABOR RELATION. JOARD CHARGE AGAINST EMPLOYER

DO NOT V	TE IN THIS SPACE
Case	Nate Filed
9-CA-43702	July 11, 2007

NSTRI	ICT	OMC.

INSTRUCTIONS:

File an original together with four copies and a copy for each additional charged party named in item 1 with NLRB Regional Director for the region in which the alleged

	R AGAINST WHOM CHARGE IS BROUG	on i
a. Name of Employer Ferrace View Gardens		b. Number of workers employed 30
c. Address (Street, city, state, and ZIP code)	d. Employer Representative	e. Telephone No.
3904 North Bend Road		(513)481-2201
Cincinnati OH 45239		Fax No.
. Type of Establishment (factory, mine, wholesaler, etc.) Health Care	g. Identify principal product or service Nursing Home	10.7
h. The above-named employer has engaged in and is eng and (list subsections)	paging in unfair labor practices within the mea	ning of section 8(a), subsections (1) of the National Labor Relations Act,
and these unfair labor practices are practices affecting	commerce within the meaning of the Act.	
•		
By the above and other acts, the above-named employer h	ias interfered with, restrained, and coerced empl	oyees in the exercise of the rights guaranteed in
By the above and other acts, the above-named employer h Section 7 of the Act.  3. Full name of party filing charge (if labor organization, give		
Section 7 of the Act.  3. Full name of party filing charge (if labor organization, give b) (6), (b) (7)(C)  4a. Address (Street and number, city, state, and ZIP code)		
Section 7 of the Act.  5. Full name of party filing charge (if labor organization, give b) (6), (b) (7)(C)  6. Address (Street and number, city, state, and ZIP code)	full name, including local name and number)	4h Telephone No.
Section 7 of the Act.  Full name of party filing charge (if labor organization, give o) (6), (b) (7)(C)  A. Address (Street and number, city, state, and ZIP code)		4b. Telephone No. (b) (6), (b) (7)(C)
Section 7 of the Act.  3. Full name of party filing charge (if labor organization, give b) (6), (b) (7)(C)	full name, including local name and number)	4b. Telephone No. (b) (6), (b) (7)(C)  Fax No. ( ) -
Section 7 of the Act.  5. Full name of party filing charge (if labor organization, give b) (6), (b) (7)(C)  6a. Address (Street and number, city, state, and ZIP code)  6b. (6), (b) (7)(C)  65. Full name of national or international labor organization organization)	(b) (6), (b) (7)(C)  f which it is an affiliate or constituent unit (to be constituent)  6. DECLARATION	4b Telephone No. (b) (6), (b) (7)(c)  Fax No. ( ) - ne filled in when charge is filed by a labor  poest of my knowledge and belief.
Section 7 of the Act.  Full name of party filing charge (if labor organization, give b) (6), (b) (7)(C)  a. Address (Street and number, city, state, and ZIP code) b) (6), (b) (7)(C)  5. Full name of national or international labor organization organization)  I declare that I have read the above charge (b) (6), (b) (7)(C)  [Signature or representative or person nicking charge)	(b) (6), (b) (7)(C)  f which it is an affiliate or constituent unit (to be 6. DECLARATION and that the statements are true to the 6. (b), (b) (7)(C)	4b. Telephone No. (b) (6). (b) (7)(C)  Fax No. ( ) -  se filled in when charge is filed by a labor
Section 7 of the Act.  Full name of party filing charge (if labor organization, give b) (6), (b) (7)(C)  a. Address (Street and number, city, state, and ZIP code) (6), (b) (7)(C)  b. Full name of national or international labor organization organization)  Light declare that I have read the above charge (b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)  f which it is an affiliate or constituent unit (to be 6), (b) (7)(C)  6. DECLARATION  6. DECLARATION  6. (b) (7)(C)	Ab. Telephone No. (b) (6). (b) (7)(c)  Fax No. ( ) -  se filled in when charge is filed by a labor  pest of my knowledge and belief.  Individual  (Print/type name and title or office, if any

## UNITE, TATES OF AME A NATIONAL CABOR RELATIONS BOARD **CHARGE AGAINST EMPLOYER**

FORM EXEMPT UNDER 44 U.S.C 351

DO NOT W. IE IN THIS SPACE

Case 9-CA-43712

Date Filed JULY 17, 2007

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File an original together with four copies and a copy for each additional charged party named in item 1 with NLRB Regional Director for the region in which the alleged

	R AGAINST WHOM CHARGE IS BROU	
Name of Employer PIRIT OF AMERICA NATIONAL BANK		b. Number of workers employed 250
Address (Street, city, state, and ZIP code)	d. Employer Representative	e. Telephone No.
103 Allen Drive	Lois	(513)576-5300
Gilford OH 45150-	Volk Bank Director	Fax No. ( ) -
Type of Establishment (factory, mine, wholesaler, etc.) inancial Institution	g. Identify principal product or service Banking Services	
h. The above-named employer has engaged in and is eng and (list subsections)	gaging in unfair labor practices within the me	aning of section 8(a), subsections (1) of the National Labor Relations Act,
and these unfair labor practices are practices affecting	commerce within the meaning of the Act.	
다시 그리아 이렇게 되었다면 다시 아이 아이에 아름다. 이 사고 나는 사람은		
Section 7 of the Act.  Full name of party filing charge (if labor organization, giv (ii), (ii) (iii)		er)
Section 7 of the Act.  Full name of party filing charge (if labor organization, giv (6), (6), (7)(C)  a. Address (Street and number, city, state, and ZIP code)	e full name, including local name and numbe	4h. Telephone No (b) (6), (b) (7)(C)
Section 7 of the Act.  Full name of party filing charge (if labor organization, giv (6,6)(7)(2)  a. Address (Street and number, city, state, and ZIP code)	e full name, including local name and number (b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)  Fax No.  ( ) -
Section 7 of the Act.  Full name of party filing charge (if labor organization, given to be considered in the constant of the	(b) (6), (b) (7)(C)  of which it is an affiliate or constituent unit (to	Fax No.  ( ) -  o be filled in when charge is filed by a labor
Section 7 of the Act.  Full name of party filing charge (if labor organization, gives, b) (6), (b) (7)(c)  a. Address (Street and number, city, state, and ZIP code) (b) (6), (b) (7)(C)  5. Full name of national or international labor organization organization)	(b) (6), (b) (7)(C)  of which it is an affiliate or constituent unit (to	Fax No.  ( ) -  o be filled in when charge is filed by a labor
Section 7 of the Act.  Full name of party filing charge (if labor organization, giv  (b) (c) (7)(c)  a. Address (Street and number, city, state, and ZIP code)  (b) (c) (d) (d) (e) (e) (f) (e) (f) (f) (f) (f) (f) (f) (f) (f) (f) (f	(b) (6), (b) (7)(C)  of which it is an affiliate or constituent unit (to be and that the statements are true to the	Fax No.  (b) (6), (b) (7)(C)  Fax No.  ( ) -  o be filled in when charge is filed by a labor  e best of my knowledge and belief.  An Individual  (Print/type name and title or office, if an

#### UNITED STATES OF AM SA NATIONAL LABOR RELATIONS BOARD CHARGE AGAINST EMPLOYER

DO NOT	ITE IN THIS SPACE
Case	Date Filed
9-CA-43743	JULY 27, 2007

**NSTRUCTIONS:** 

File an original together with four copies and a copy for each additional charged party named in item 1 with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER	AGAINST WHOM CHARGE IS BROUG	SHT
a. Name of Employer Tri-State Fabricators		b. Number of workers employed 60
c. Address (Street, city, state, and ZIP code) 1146 Ferris Road Amelia OH 45102-	d. Employer Representative Rick Vogt President	e. Telephone No. (513)752-5005 Fax No. (513)752-2539
f. Type of Establishment (factory, mine, wholesaler, etc.) Factory	g. Identify principal product or service Electrical Parts	
h. The above-named employer has engaged in and is eng and (list subsections)     and these unfair labor practices are practices affecting		ning of section 8(a), subsections (1) of the National Labor Relations Act,
By the above and other acts, the above-named employer h Section 7 of the Act.		
3. Full name of party filing charge (if labor organization, give (b) (6), (b) (7)(C)	full name, including local name and number)	
4a. Address (Street and number, city, state, and ZIP code) (b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)	4b. Telephone No. (b) (6), (b) (7)(C)  Fax No. ( ) -
<ol> <li>Full name of national or international labor organization organization)</li> </ol>	f which it is an affiliate or constituent unit (to t	e filled in when charge is filed by a labor
(b) (b) (c) (7)(c) declare that I have read the above charge (b) (6), (b) (7)(C) (c) (c) (c) (d), (b) (7)(C) (c) (d), (c	6, DECLARATION and that the statements are true to the	best of my knowledge and belief.  An Individual  (Print/type name and title or office, if any)
(b) (6), (b) (7)(C) Address (b) (6), (b) (6), (b)		(C) 7+2607 ephone No.) (date)

INTERNET FORM NURBERT (11-64)

UNITED STATES OF AMERICA
MATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case 9-CA-43763

Oute Filed UST 7, 2007

INSTRUCTIONS:

File an original and 4 copies of this charge with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLO	OVER AGAINST WHOM CHARGE IS BROUGHT	
Name of Employer     VAUGHN INDUSTRIES	Location Involved: Columbus, OH) 43218	b. Number of Workers Employed 350
c. Address (street city, Stete ZIP, Code) 1201 East Findlay Street Carey, Ohio 43316	d. Employer-Representative Tim Vaughn	e. Telephone No. 419-396-3900 Fux No. 419-396-6224
f. Type of Establishment (factory, mine, wholesaler, etc.)  Electrical Contractor	g. IdenUly Principal Product or Service Installation of electric	al work

h. The above-named employer has engaged in and is engaging in the fair labor practices within the meaning of Section 8(a), subsections (1) and (list subsections)

Of the National Labor Relations Act, and these unfair labor practices are unfair practices are unfair practices are unfair practices are unfair practices.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfail labor practices.)

On or around the week of April 2, 2007 to April 6, 2007, the above-named employer, Vaughn Industries, violated Section B(A)(1) of the National Labor Relations Act, when it coerced and interfered with my exercising protected concerted activities by offering me money in exchange for silencing my concerted activities.

By the above and other acts, the above-named employer has interfered with, restrained, and observed employees in the exercise of the rights guaranteed in Section 7 of the Act.

<ol> <li>Full name of party filing charge (# lebar organization, give full name, including local in. (b) (6), (b) (7)(C)</li> </ol>	eme and number)
(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)
(2) (2), (2) (1)(3)	(b) (6), (b) (7)(C)(cell)

5. Full name of national or International labor organization of which it is an afficult or constituent unit (to be filled in when charge is filed by a labor organization)

The last of the second	CLARATION  e statements are true to the best of true bonedador and belief
ay _(b) (6), (b) (7)(C)	$_{(b),(6),(b),(7)(C)}$ (b) (6), (b) (7)(C)
Address (b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)- 8/7/07

# UNITED STATES OF AN. NATIONAL LABOR RELATIONS BOARD CHARGE AGAINST EMPLOYER

	TONN EXEMIT ONDER 41 0.0.0 35	"
DO NOT V	VRITE IN THIS SPACE	

Case 9-CA-43778

Date Filed

AUG 16, 2007

INSTRUCTIONS	INS	TRU	JCT	10	NS
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	AGAINST WHOM CHARGE IS BROU	
a. Name of Employer SAIA MOTOR FREIGHT		b. Number of workers employed 50
c. Address (Street, city, state, and ZIP code)	d. Employer Representative JOSH DODSON	e. Telephone No. (513)771-9161
CINCINNATI, OHIO 45241		Fax No. (513)771-9226
Type of Establishment(factory, mine, wholesaler, etc.)  VER THE ROAD FREIGHT HAULING	g. Identify principal product or service HAULING FREIGHT	
h. The above-named employer has engaged in and is eng and (list subsections)		eaning of section 8(a), subsections (1) of the National Labor Relations Act,
and these unfair labor practices are practices affecting.  Basis of the Charge (set forth a clear and concise stateme		to the big administration of
	•	
By the above and other acts, the above-named employer he Section 7 of the Act.		
Section 7 of the Act.  Full name of party filing charge (if labor organization, give		
Section 7 of the Act.  Full name of party filing charge (if labor organization, give b) (6), (b) (7)(C)  a. Address (Street and number, city, state, and ZIP code)		r). 4b. Telephone No.
Section 7 of the Act.  Full name of party filing charge (if labor organization, give b) (6), (b) (7)(C)  Address (Street and number, city, state, and ZIP code)		n
Section 7 of the Act.  Full name of party filing charge (if labor organization, give b) (6), (b) (7)(C)  Address (Street and number, city, state, and ZIP code)		4b. Telephone No. (b) (6), (b) (7)(C)
Section 7 of the Act.  Full name of party filing charge (if labor organization, give o) (6), (b) (7)(C)  a. Address (Street and number, city, state, and ZIP code)  D) (6), (b) (7)(C)  5. Full name of national or international labor organization of	full name, including local name and number	4b. Telephone No. (b) (6), (b) (7)(C)  Fax No. ( ) -
Section 7 of the Act.  Full name of party filing charge (if labor organization, give b) (6), (b) (7)(C)  a. Address (Street and number, city, state, and ZIP code)  (b), (b), (c)  Full name of national or international labor organization of organization)	full name, including local name and numbe	(b) (6), (b) (7)(C)  Fax No.  ( ) -  be filled in when charge is filed by a labor

INTERNET FORM NLRB-501 (9-07)

#### UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD CHARGE AGAINST EMPLOYER

FORM EXEMPT UNDER 44 U.S.C 3512

DO NOT WRITE IN THIS SPACE

Case 9-CA-43783 Date Filed AUGUST 17, 2007

INSTRUCTIONS:

File an original together with four copies and a copy for each additional charged party named in item 1 with NLRB Regional Director for the region in which the alleged unfall labor practice occurred or is occurring.

	R AGAINST WHOM CHARGE IS BROUGHT	to the same of the
Name of Employer Norton Hospitals, Inc., dba Norton Suburban Hospit	tal	b. Number of workers employed
Address (Street, city, state, and ZIP code) 4001 Dutchmans Lane Louisville, KY 40207	d. Employer Representative John D. Harryman, President, Norton Suburban Hospital	e. Telephone No. 502-893-1000
	Notton Suburban Hospital	Fax No.
Type of Establishment (factory, mine, wholesaler, etc.) Hospital	<ul> <li>g. Identify principal product or service</li> <li>Medical services</li> </ul>	
The above-named employer has engaged in and is enga and (list subsections) unfair labor practices are practices affecting commerce v commerce within the meaning of the Act and the Postal I	of within the meaning of the Act, or these unfair lab	the National Labor Relations Act, and thes
Act, including the right to discuss conditions of (b) (6), (b) (7)(G)  For months preceding termination, the E conditions of employment with other employees.	Employer maintained a requirement which	prohibited from discussing certa
		e <sup>2</sup>
Full name of party filing charge (if labor organization, give to (6) (6), (b) (7)(C)	full name, including local name and number)	
(b) (6), (b) (7)(C)	full name, including local name and number)	4b. Telephone No. (b) (6), (b) (7)(C) Fax No.
a. Address (Street and number, city, state, and ZIP code) (b) (6), (b) (7)(C)  b. Full name of national or international labor organization of		(b) (6), (b) (7)(C) Fax No.
a. Address (Street and number, city, state, and ZIP code) (b) (6), (b) (7)(C)  b. Full name of national or international labor organization of organization)  declare/that I have read-the above charge	which it is an affiliate or constituent unit (to be f	(b) (6), (b) (7)(C)  Fax No.  filled in when charge is filed by a labor
a. Address (Street and number, city, state, and ZIP code) (b) (6), (b) (7)(C)  b. Full name of national or international labor organization of organization)  declare that I have sead the above charge of the state	which it is an affiliate or constituent unit (to be f	(b) (6), (b) (7)(C)  Fax No.  filled in when charge is filed by a labor  st of my knowledge and belief.  Jouin H. Cutler, Jr., Attorney  (Printhype name and title or office, if any

# UNITED STATES OF A LICA NATIONAL LABOR RELATIONS BOARD CHARGE AGAINST EMPLOYER

	<i>y</i> :	FORM EXEMPT UNDER 44 U.S.C 3512
	DO NOTRI	TE IN THIS SPACE
Case		Date Filed

9-CA-43910

INSTRUCTIONS:

OCT 2, 2007 File an original together with four copies and a copy for each additional charged party named in item 1 with NLRB Regional Director for the region in which the alleged

. Name of Employer	R AGAINST WHOM CHARGE IS BROU	
Roadway Express, Inc.		b. Number of workers employed 600
c. Address (Street, city, state, and ZIP code) 10074 Princeton-Glendale Road Cincinnati OH 45246-	d. Employer Representative Tom Brown Relay Manager	e. Telephone No. (513)896-2863 Fax No. (513)896-2805
Type of Establishment(factory, mine, wholesaler, etc.) rucking Company	g. Identify principal product or service Freight Delivery	TV-72-22-2
h. The above-named employer has engaged in and is eng and (list subsections) (3) and these unfair labor practices are practices affecting		aning of section 8(a), subsections (1) of the National Labor Relations Act,
On or about (b) (6), (b) (7)(C) 2007, the above-named	d Employer terminated(b) (6), (b) (7)(C) b	ecause of union activity.
Control of the contro		
Section 7 of the Act.  Full name of party filing charge (if labor organization, give b) (6), (b) (7)(C)  a. Address (Street and number, city, state, and ZIP code)		
Section 7 of the Act.  Full name of party filing charge (if labor organization, give b) (6), (b) (7)(C)  a. Address (Street and number, city, state, and ZIP code)		
Section 7 of the Act.  5. Full name of party filing charge (if labor organization, give b) (6), (b) (7)(C)  6a. Address (Street and number, city, state, and ZIP code)  6b. (b) (7)(C)  6c. Full name of national or international labor organization of	full name, including local name and number	(b) (6), (b) (7)(C)  Fax No.  ( )
Section 7 of the Act.  3. Full name of party filing charge (if labor organization, give b) (6), (b) (7)(C)  4a. Address (Street and number, city, state, and ZIP code)  (b), (c), (d), (e), (e), (e), (e), (e), (f), (e), (f), (f), (f), (f), (f), (f), (f), (f	full name, including local name and number	Fax No. ( ) - be filled in when charge is filed by a labor

INTERNET FORM NLRB-301 (9-07)

# UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD CHARGE AGAINST EMPLOYER

(Formerly)

INSTRUCTIONS:

File an original together with four copies and a copy for each additional charged part named in Item 1 with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

a. Name of Employer		b. Number of workers employed
Atria Johnson Ferry		Approx. 50
c. Address (Street, city, state and ZIP ends)	d. Employer Representative	e. Talephone Number
9 Sherwood Lane, Marietta, GA 30067	Unknown	(770)859-0570
		Fax No.
f. Type of Establishment (factory, mine, wholesater, etc.) Assisted Living Facility	g. Identify officipal product or service Assisted Living Services	

2. Boxts of the Charge (set forth a clear and concise statement of the facts constituting the alleged untait labor practices)

commerce within the meaning of the Act and the Posial Reorganization Act.

#### Charge I:

The employer violated the Act by interfering with employees' rights to engage in protected, concerted activity by maintaining company rules in the employee handbook forbidding employees from disclosing confidential Atria information to non-employees or unauthorized personnel and also forbidding employees from gossiping about residents or employees. These rules could reasonably be read by an employee to prevent them from engaging in protected, concerted activity, such as discussing staffing issues, patient safety, wages and terms of employment with unauthorized co-workers or non-employee union organizers.

unfair labor practices are practices affecting commerce within the meaning of the AL or these unfair practices are unfair practices affecting

#### Applicable Rule:

Confidentiality definition-

"Any information that concerns our residents or business operations obtained during the course of employment is proprietary and must be kept strictly confidential. You should not directly or indirectly communicate to any person, firm, corporation or agency (other than as required by law) information affecting or relating to our residents, their records, or information considered to be proprietary, confidential, or a trade secret of Atria."

#### Standards of Care-

Examples of unacceptable conduct, which may result in corrective action taken, up to and including immediate termination.

- 11. "Disclosing confidential Atria information to nonemployees or unauthorized personnel. Tape recording, copying or otherwise transmitting company information for personal use."
- 12. "Gossip pertaining to Atria or any community, its residents, its employees, its visitors or anyone associated with the company."

#### Charge II:

The employer has violated the Act by interfering with employees' rights to engage in protected, concerted activity by maintaining a company rule in the employee handbook forbidding employees from communicating with the media without approval.

#### Applicable Rule-

MEDIA COMMUNICATIONS- "At times, you may be asked for statements, interviews or photographs from representatives from newspapers, radio, television and the like. All of these requests must be referred to the National Director of Communications. Only authorized employees may release information to outside media contacts."

#### Charge III:

The employer violated the Act by interfering with employees' rights to engage in protected, concerted activity by

CASE: 9-CA-44104 (Formerly) 10-CA-37043

maintaining a company rule in the employee handbook that prevent an employee from distributing materials during their work shifts, require employees to leave immediately at the end of their shift and not to arrive early, and mandate against engaging in any disruptive activity in the workplace, even while off duty. In their totality, these ambiguous rules could reasonably be read to foreclose any opportunity for employees to discuss workplace issues with their co-workers.

### Applicable Rules

Solicitation and Distribution of Materials

"Employees are also prohibited from soliciting or distributing literature to any groups or organizations during the employee's work time or the work time of the employee subject to solicitation or distribution."

#### Work Schedule Rules

"Employees are not allowed to report to work before the start of their scheduled work shift. Employees are required to leave the community or Support Center location promptly at the end of their workshift and are not allowed to return unless their Department Supervisor or Executive Director has given them prior approval to do so."

#### Standards of Conduct

Examples of unacceptable conduct

26. "Engaging in disruptive or distracting behavior in the workplace, even while off duty."

3 Full name of party filing charge (if labor organization, give full name, including local name and number)		
Justin Foley		
48. Address (Street and number, city, state and ZIP code)		4b. Telephone Number 212-471-1316
330 West 42 <sup>rd</sup> Street, New York, NY 10036		
		Fex No.
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be	o filled in when charge is filled by	s labor organization)
Service Employees International Union		
8. DECLARATION		
8. DECLARATION  1 declaration in and the above charge and that the statements are true to the statements are true to the statements are true to the statement of some transfer o	he best of my knowledge an	d bellef.
by Contract of day replaced in the party of Courtes.		Justin Foley, Researcher
	-	(Printitype name and title or effice, if any)
•	(fox)	
330 West 42 <sup>nd</sup> Street, Suite 900, New York, NY 10036	212-471-1316	October 3, 2007
Addrese	(Telephone No.)	(datt)

INTERNET FORM NLRB-501

#### UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD CHARGE AGAINST EMPLOYER

FORM	EXEMPT UNDER 44 U.S.C. 351
DO NOT WRITE I	N THIS SPACE
Case 9-CA-44105	Date Filed
10-CA-37044	10/4/07

(Formerly)

INSTRUCTIONS:

File an original together with four copies and a copy for each additional charged part named in item 1 with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER A	GAINST WHOM CHARGE IS BROUG	SHT
a. Name of Employer Atria Weston Place		b. Number of workers employed  Approx. 50
c. Address (Sirect, city, state and ZIP code)	d Employer Representative	e. Telephone Number
2900 Lake Brook Blvd., Knoxville, TN 37909	LeeAnn Garret	(865)584-9857
		Fax No.
f. Type of Eelablishment (fectory, mine, wholesaler, etc.) Assisted Living Facility	g. Identify principal product or service Assisted Living Services	

 The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 6(a), subsections (1) of the National Labor Relations Act, and these and (list subsections) unfair labor practices are practices affecting commerce within the meaning of the At, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the elleged unlest labor practices)

The employer violated the Act by interfering with employees' rights to engage in protected, concerted activity by maintaining company rules in the employee handbook forbidding employees from disclosing confidential Atria information to non-employees or unauthorized personnel and also forbidding employees from gossiping about residents or employees. These rules could reasonably be read by an employee to prevent them from engaging in protected, concerted activity, such as discussing staffing issues, patient safety, wages and terms of employment with unauthorized co-workers or non-employee union organizers.

#### Applicable Rule:

Confidentiality definition-

"Any information that concerns our residents or business operations obtained during the course of employment is proprietary and must be kept strictly confidential. You should not directly or indirectly communicate to any person, firm, corporation or agency (other than as required by law) information affecting or relating to our residents, their records, or information considered to be proprietary, confidential, or a trade secret of Atria."

#### Standards of Care-

Examples of unacceptable conduct, which may result in corrective action taken, up to and including immediate

- 11. "Disclosing confidential Atria information to nonemployees or unauthorized personnel. Tape recording, copying or otherwise transmitting company information for personal use."
- 12. "Gossip pertaining to Atria or any community, its residents, its employees, its visitors or anyone associated with the company."

#### Charge II:

The employer has violated the Act by interfering with employees' rights to engage in protected, concerted activity by maintaining a company rule in the employee handbook forbidding employees from communicating with the media without approval.

#### Applicable Rule-

MEDIA COMMUNICATIONS- "At times, you may be asked for statements, interviews or photographs from representatives from newspapers, radio, television and the like. All of these requests must be referred to the National Director of Communications. Only authorized employees may release information to outside media contacts."

#### Charge III:

The employer violated the Act by interfering with employees' rights to engage in protected, concerted activity by

GE: 9-CA-44105 (Formerly) 10 1-37044

maintaining a company rule in the employee handbook that prevent an employee from distributing materials during their work shifts, require employees to leave immediately at the end of their shift and not to arrive early, and mandate against engaging in any disruptive activity in the workplace, even while off duty. In their totality, these ambiguous rules could reasonably be read to foreclose any opportunity for employees to discuss workplace issues with their co-workers. Applicable Rules Solicitation and Distribution of Materials "Employees are also prohibited from soliciting or distributing literature to any groups or organizations during the employee's work time or the work time of the employee subject to solicitation or distribution." Work Schedule Rules "Employees are not allowed to report to work before the start of their scheduled work shift. Employees are required to leave the community or Support Center location promptly at the end of their workshift and are not allowed to return unless their Department Supervisor or Executive Director has given them prior approval to do so." Standards of Conduct Examples of unacceptable conduct 26. "Engaging in disruptive or distracting behavior in the workplace, even while off duty." 3. Full name of party filing charge (if labor organization, give full name, including local name and number) Justin Foley 4a. Address (Street and number, city, state and ZIP code) 4b. Telephone Number 212-471-1316 330 West 42rd Street, New York, NY 10036 5. Full name of national or international labor organization of which it is an efficials or constituent unit to be filled in when charge is filled by a labor organization) 6. DECLARATION

Service Employees International Union

his that Miller rend the million charge and that the statements are true to the best of my knowledge and belief. Justin Foley, Researcher (Princhage name and rate or office, if envi October 3, 2007 330 West 42th Street, Suite 900, New York, NY 10036 212-471-1316

INTERNET FORM NLRB-601 (9-07)

#### UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD CHARGE AGAINST EMPLOYER

FORM	EXEMPT UNDER 44 U.S.C. 351
DO NOT WRITE I	N THIS SPACE
Сабе 9-СА-44106	Date Filed
	10/4/07

(Formerly)

INSTRUCTIONS:

File an original together with four copies and a copy for each additional charged part named in Item 1 with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYE	R AGAINST WHOM CHARGE IS BRO	DUGHT
a: Name of Employer Atria Buckhead		b. Number of workers employed Approx. 50
c. Address (Stroet, city, bible and ZIP oods)	d. Employer Representative	e. Telephone Number
2848 Lennox Road, Atlanta, GA 30324	Elaine Austin	(404)240-2848
		Fax No.
f. Type of Establishment (factory, ming, whaloseler, etc.) Assisted Living Facility	g. Identify official product or service Assisted Living Services	

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), aubsections (1) of the National Labor Relations Act, and these and flist subsections) unfair labor practices are practices affecting commerce within the meaning of the At, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act,

2. Basis of the Charge (set form a clear and concise statement of the facts constituting the ellaged units liabor practices)

#### Charge I:

The employer violated the Act by interfering with employees' rights to engage in protected, concerted activity by maintaining company rules in the employee handbook forbidding employees from disclosing confidential Atria information to non-employees or unauthorized personnel and also forbidding employees from gossiping about residents or employees. These rules could reasonably be read by an employee to prevent them from engaging in protected, concerted activity, such as discussing staffing issues, patient safety, wages and terms of employment with unauthorized co-workers or non-employee union organizers.

#### Applicable Rule:

Confidentiality definition-

"Any information that concerns our residents or business operations obtained during the course of employment is proprietary and must be kept strictly confidential. You should not directly or indirectly communicate to any person, firm, corporation or agency (other than as required by law) information affecting or relating to our residents, their records, or information considered to be proprietary, confidential, or a trade secret of Atria."

#### Standards of Care-

Examples of unacceptable conduct, which may result in corrective action taken, up to and including immediate termination.

- 11. "Disclosing confidential Atria information to nonemployees or unauthorized personnel. Tape recording, copying or otherwise transmitting company information for personal use."
- 12. "Gossip pertaining to Atria or any community, its residents, its employees, its visitors or anyone associated with the company."

#### Charge II:

The employer has violated the Act by interfering with employees' rights to engage in protected, concerted activity by maintaining a company rule in the employee handbook forbidding employees from communicating with the media without approval.

#### Applicable Rule-

MEDIA COMMUNICATIONS- "At times, you may be asked for statements, interviews or photographs from representatives from newspapers, radio, television and the like. All of these requests must be referred to the National Director of Communications. Only authorized employees may release information to outside media contacts."

The employer violated the Act by interfering with employees' rights to engage in protected, concerted activity by

CASE: 9-CA-44106 (Formerly) 10-CA-37046

maintaining a company rule in the employee handbook that prevent an employee from distributing materials during their work shifts, require employees to leave immediately at the end of their shift and not to arrive early, and mandate against engaging in any disruptive activity in the workplace, even while off duty. In their totality, these ambiguous rules could reasonably be read to foreclose any opportunity for employees to discuss workplace issues with their co-workers.

#### Applicable Rules

Solicitation and Distribution of Materials

"Employees are also prohibited from soliciting or distributing literature to any groups or organizations during the employee's work time or the work time of the employee subject to solicitation or distribution."

#### Work Schedule Rules

"Employees are not allowed to report to work before the start of their scheduled work shift. Employees are required to leave the community or Support Center location promptly at the end of their workshift and are not allowed to return unless their Department Supervisor or Executive Director has given them prior approval to do so."

#### Standards of Conduct

Examples of unacceptable conduct

26. "Engaging in disruptive or distracting behavior in the workplace, even while off duty."

<ol><li>Full name of purty filing charge (if labor organization, give full name, including local name and n</li></ol>	umber)	
Justin Foley	,	
4a. Address (Street and number, city, state and ZIP code)		4b. Telephone Number
30 West 42 <sup>ml</sup> Street, New York, NY 10036		212-471-1316
		Fex No.
. Full name of national of international labor organization of which it is an affiliate or constituent ur	nii (to be filled in when charge is filed by	e labor organization)
Service Employees International Union		
• •		
A REQUARATION	<del></del>	
6. DECLARATION	to the hors of my knowledge an	of bolief
6. DECLARATION I notker that Make mod the above charge and that the statements are to	ue to the best of my knowledge an	d belief.
6. DECLARATION  I necker that years mad the above charge and that the statements are to	ue to the best of my knowledge an	d belief. Justin Foley, Researcher
6. DECLARATION  I not being that the statements are to	ue to the best of my knowledge an	id belief.  Justin Foley, Researcher  (Principos nomo and rate or office, e eny)
8. DECLARATION I negleting that the statements are to	ue to the best of my knowledge an	d belief.  Justin Foley, Researcher  (Princippo nomo and trie or office, e ony)
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